

## Anti Bullying Policy

### 1) Objectives of this Policy

Great Oaks Small School Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

#### 2) Our school council:

- ❖ Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- ❖ Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- ❖ Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- ❖ Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- ❖ Seeks to learn from good anti-bullying practice.
- ❖ Discuss bullying incidents openly and encourages all parties to engage in discussion or 1:1 NVC.

### 3) Definition of bullying

Bullying is “**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**”.

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.<sup>1</sup>

### 4) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- ❖ Bullying related to race, religion or culture.
- ❖ Bullying related to special educational needs.
- ❖ Bullying related to appearance or health conditions.
- ❖ Bullying related to sexual orientation.

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<sup>1</sup>

- ❖ Bullying of young carers or looked after children or otherwise related to home circumstances.
- ❖ Sexist or sexual bullying.
- ❖ Cyber bullying.

### **5) Preventing, identifying and responding to bullying**

We will:

- ❖ Work with staff and outside agencies especially parents and carers to identify all forms of prejudice-driven bullying.
- ❖ Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- ❖ Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- ❖ Train all staff to identify bullying and follow school policy and procedures on bullying.
- ❖ Actively create "safe spaces" for vulnerable children and young people.

### **6) Involvement of pupils / students**

We will:

- ❖ Regularly canvas children and young people's views on the extent and nature of bullying.
- ❖ Ensure students know how to express worries and anxieties about bullying, through the student buddy system.
- ❖ Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying, through council.
- ❖ Involve students in anti-bullying campaigns in schools.
- ❖ Publicise the details of helplines and websites.
- ❖ Offer support to students who have been bullied.
- ❖ Work with students who have been bullying in order to address the problems they have.

### **7) Liaison with parents and carers**

We will:

- ❖ Ensure that parents / carers know whom to contact if they are worried about bullying through Parent/Carer Forum.
- ❖ Ensure parents know about our complaints procedure and how to use it effectively.
- ❖ Ensure parents / carers know where to access independent advice about bullying.
- ❖ Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

### **8) Links with other school policies and practices**

This Policy links with a number of other school policies, practices and action plans including:

- ❖ Complaints policy
- ❖ The teaching of Citizenship and PSHE Education
- ❖ Behaviour Policy
- ❖ Child Protection Policy

### **9) Responsibilities**

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- Trustees, the Head of School, Lead Team, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Head of School to communicate the policy to the school community.
- Everyone to abide by the policy.

The named contact for this policy is: \_\_\_\_\_Liz Baker\_\_\_\_\_

Review May 2012